



UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

4301 JONES BRIDGE ROAD
BETHESDA, MARYLAND 20814-4712
www.usuhs.mil



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MEMORANDUM FOR ALL MEMBERS OF THE USUHS BRIGADE

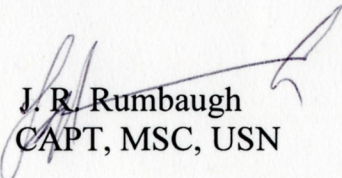
SUBJECT: Brigade Commander's Policy Statement on Sexual Harassment

Sexual harassment violates federal civil rights laws, the Uniform Code of Military Justice (UCMJ) and the Uniformed Services University of the Health Sciences (USUHS) nondiscrimination policy. The USUHS Brigade is committed to providing and promoting an atmosphere in which employees can realize their maximum potential in the workplace and students can engage fully in the learning process. Toward this end, all members of the USUHS Brigade (including faculty, staff and students) must understand that sexual harassment will not be tolerated, and that they are required to abide by the following policy.

Persons who believe they have been victims of sexual harassment should report the incident(s) immediately to appropriate administrative officials as set forth below. Delay in reporting makes it more difficult to establish the facts of a case and may contribute to the repetition of offensive behavior.

Retaliation against persons who report or provide information about sexual harassment or behavior that might constitute sexual harassment is also strictly prohibited. Any act of reprisal, including internal interference, coercion, or restraint, by USUHS Brigade personnel, violates this policy and will result in appropriate disciplinary action.

All members of the USUHS Brigade have a general responsibility to contribute in a positive way that is free of sexual harassment. Supervisory personnel, however, have additional responsibilities. Supervisory personnel are not only responsible for educating and sensitizing employees in their units about sexual harassment issues, but they are also directed to take all appropriate steps to prevent and stop sexual harassment. Supervisory personnel who are contacted by an individual seeking to file a complaint about sexual harassment shall assist the complainant in contacting the Brigade Equal Opportunity Officer.


J. R. Rumbaugh
CAPT, MSC, USN